

**KFVS-TV
EEO PUBLIC FILE REPORT**

October 1, 2021 – September 30, 2022

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-2, 4, 6-12, 15-16, 18-32	32
Sports Anchor/Reporter/MMJ	1-2, 4-14, 16-31	10
Account Executive	1-2, 4, 6-12, 15-16, 18-32	32
Broadcast News Producer	1-2, 4-14, 16-31	10
TMP (Technical Media Producer) Operator	1-2, 4, 6-13, 16, 18-32	32
Engineering Supervisor	1-2, 4, 6-13, 16, 18-31	8
Broadcast News Producer	1-2, 4-14, 16-31	10
MMJ/Reporter	1-2, 4-11, 16-32	10
Broadcast News Producer	1-2, 4-12, 16-32	30
Videojournalist	1-2, 4-12, 16-31	10
MMJ/Reporter	1-12, 16-31	10
MMJ/Reporter	1-12, 16-31	10
Broadcast News Producer	2-11, 16-20, 22-32	10
Digital Content News Producer	2-11, 16-20, 22-31	8

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AO Employment Services Todd Cruts 3105 Independence Street, Suite B Cape Girardeau, MO 63703 573-334-9344 Unentitled as of June 2, 2022	N	0
2	Arkansas State University Trena Shedd/T. Johnson P.O. Box 2490 State University, AR 72467 870-972-3025	N	0
3	Career Builder www.careerbuilder.com	N	1
4	Department of Veterans Affairs Kelly Wilson 608 Rollie Moore Drive Harrisburg, IL 62946 618-252-6150	Y	0
5	Frank N. Magid Associates, Inc. Barbara Frye/J. Seebold One Research Center Marion, IA 52302 319-377-7345	N	0
6	Illinois Broadcasters Association Erin Camfield www.ilba.org Email: iba@ilba.org 618-985-5555	N	0
7	Illinois Media School-Lombard Carl Jackson 455 Eisenhower Ln. South Ste. 200 Lombard, IL 60148 630-916-1700	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Indeed www.indeed.com	N	12
9	John A. Logan College Beth Stephens 700 Logan College Road Carterville, IL 62918 618-985-2828	N	0
10	Gray Media Website/KFVS-TV Website www.gray.tv/careers/www.kfvs12.com 573-519-0124	N	23
11	Lincoln University Career Services 820 Chestnut Jefferson City, MO 65101 573-681-5477	N	0
12	Linked In https://www.linkedin.com	N	1
13	Linn Technical Institute One Technology Drive Linn, MO 65051 Phone: 573-897-5159	N	0
14	Media Line Rich Everitt 1209 Wood Valley Road Augusta, GA 30909 706-364-7564	N	0
15	Metro Business College (requests only sales and clerical positions) Pamela Riehn 1732 N. Kingshighway Cape Girardeau, MO 63701 Phone: 573-334-9181	Y	0
16	Missouri Career Center Michael Berry http://app-jobs.mo.gov 573-290-5766	N	0
17	Missouri Link Donnie Myers P.O. Box 640 Iowa Falls, IA 50126 800-373-1719	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Murray State University Matt Purdy https://app.joinhandshake.com Murray, Kentucky 270-809-3375	N	0
19	NAACP of Alexander/Pulaski Counties Richard Grigsby P.O. Box 54 Cairo, Illinois 62914 618-734-0721	Y	0
20	Northwest Missouri State University Career Services Stacey Stokes https://nwmissouri-csm.symplicity.com 660-562-1250	Y	0
21	South Central MO Community Action Agency Ginger Hill P.O. Box 6 Winona, MO 65588 573-325-4255 Unentitled as of June 2, 2022	N	0
22	Southeast Missouri State University Career Services www.redhawkjobs.com 573-651-2583	N	2
23	Southeast Missourian (Paid Advertisement in Local Newspaper)	N	0
24	Southern Illinois University https://app.joinhandshake.com 618-453-2121	N	0
25	Three Rivers Community College www.collegecentral.com/trec Poplar Bluff, MO 573-840-9600	N	0
26	TV Jobs.com Mark Holloway www.tvjobs.com 760-754-8177	N	1

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27	University of Central Missouri Joe Moore Martin 136 Communications Dept. Warrensburg, MO 64093 660-543-8672	N	0
28	University of Memphis Kathleen Wickham Journalism Department Memphis, TN 38152 901-678-2000	N	0
29	University of Missouri, Columbia https://app.joinhandshake.com Columbia, MO 573-882-6801	N	0
30	University of Tennessee Martin-Dep. Of Comm. Rodney Freed 305 Gooch Hall Martin, TN 38238 731-881-7532	Y	1
31	Western Kentucky Career Centers Andrea Bean 416 South Sixth Street Paducah, KY 42003 270-575-7341	Y	0
32	KFVS Employee Referral	N	7
TOTAL INTERVIEWEES OVER REPORTING PERIOD			48

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	<p>Students observe and work with reporters and producers to learn to shoot video and write television stories for broadcast and website publication.</p> <p>Spring 2022 – A student from Southeast Missouri State University completed an internship in our News Department.</p> <p>Summer 2022- A student from Bethel University completed an internship in our News Department.</p> <p>Station participants: News Director, Digital Content Director, Executive Producer, Producer, Anchor and Reporter/MMJ.</p>
2	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	<p>On October 27-29, 2021, a KFVS Marketing Producer participated in a virtual conference presented by Adobe to train on the various applications within the Adobe Cloud Suite, along with tips and best practices. Also included help with internal systems to collaborate and to share ideas and creative aspects.</p>
3	Management Training	<p>On February 17, 2022, KFVS Programming/Human Resources Director participated in a training on the FCC's Equal Employment Opportunity Rules training webinar presented by Wiley Rein, LLP.</p>
4	Participate in events or programs sponsored by education institutions relating to careers in broadcasting.	<p>On February 18, 2022, a KFVS meteorologist spoke at Campbell High School about the field of meteorology. She discussed what the job entails, the academic curriculum required to become a meteorologist, and related opportunities in broadcasting.</p> <p>On March 14, 2022, KFVS TMP Director conducted mock interviews of Cape Career and Technology Digital Media students to give them the experience of a job interview with a professional and discussed opportunities in broadcasting.</p> <p>On April 8, 2022, KFVS News Director and KFVS Assistant News Director participated in student reviews of resumes and video reels at the Arkansas State Media Association Spring Conference.</p>